HUMAN RESOURCES COMMAND

COMBAT SERVICE SUPPORT DIVISION (CSSD)

CW4 Ross Wallage

Department of the Army
U.S. Human Resources Command
ATTN:AHRC-OPC (CW4 Wallage)
200 Stovall St (Suite 6N07)
Alexandria, VA 22332-0416

DSN: 221- 7839

COM: (703) 325-7839

EMAIL: ross.wallage@US.ARMY.MIL

FAX: DSN 221-5232

Agenda

- DIVISION MISSION
- ORGANIZATION
- DEMOGRAPHICS
- ASSIGNMENTS
- PROMOTIONS
- PROFESSIONAL DEVELOPMENT
- PERSONNEL AUTOMATION
- CURRENT ISSUES
- TRANSFORMATION
- CHALLENGES
- ASSESSIONS

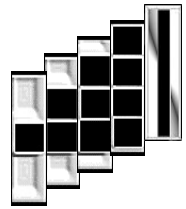
DIVISION MISSION

To make worldwide assignments of warrant officers to support Army readiness.

To develop the professional capabilities of warrant officers through planned schooling and assignments.

Communicate "Officership" to Warrant Officer Corps.

Organization



ARMY G1

CG, HRC

OPERATING DIRECTORATES

EPMD

ARI

OPMD

TAGD

PERSINSD

DIRECTOR, OPMD
BG Keefe

DEPUTY DIRECTOR
COL Martino

CMB

MSB

IMB

CMD
AC, IO, IS, OS, Ldr Dev

CAD
IN, AR, AV, ADA, FA, SF

CSAD
CM, EN, MI, MP, SC

CSSD
AG, FI, OD, TC, QM, FA90

OPDD

SMD

COLs DIVISION

HSD
AN, DC, MC, MSC, SP, VC

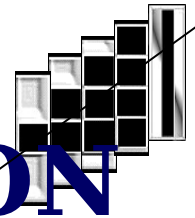
WOD

6 Assignment Divisions

1 Operations Division

1ea Command, Support, Information Branch

WARRANT OFFICER BRANCH ORGANIZATION



BRANCH CHIEF
CW5 TAYLOR

Disbanded 6 Nov 05

LEADER DEV/PSB
BRANCH CHIEF
CW5 COX

- Future Plans & Concepts
- WOAC/WOSC/WOSSC
- Civil Schools
- Force Management
- Functional Schools

- Promotion/Selection Boards
- Retention/Separations
- Special Actions
- MOS Reclassification
- Automation/Services Spt

AVIATION ASG
BRANCH CHIEF
CW5
MIDDLETON

- Make Requirements Driven Worldwide Assignments to MACOMS by MOS
- Curtailments and Extensions of Foreign Service Tours
- Counseling on Assignments and Schooling for Career Development

TECH SVC ASG
BRANCH CHIEF
CW5 SPANN

LEADER DEVELOPMENT BRANCH

FORCE MANAGEMENT
CIVILIAN EDUCATION
MILITARY EDUCATION (WOAC/WOSC/WOSSC)
RETIREMENTS/SEPARATIONS/REFRADS
DA LEVEL PERSONNEL ACTIONS
ALL PSB FUNCTIONS

BRANCH CHIEF
CW5 COX

Disbanded 6 Nov 05

CW4 ASERCION
PERSONNEL ACTION

RETIREMENTS
REFRADS/RESIGNATIONS
ELIMINATION PROCEEDINGS
PROMOTION BOARD ACTIONS
TITLE X/REGULATION DECONFLICTION
TECH ADVICE TO CMs, RET/SEP BR, COMMANDERS

MS LYONS
COMPAT/RECLASS
GS-9

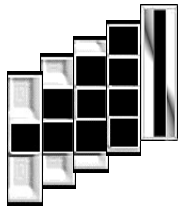
COMPASSIONATE ACTIONS
MOS
RECLASSIFICATIONS/UTIL
VOL INDEF
RA INTEGRATION
RECALL PROGRAMS
STAFF ACTION MEMOS
CONGRESSIONALS
OFFICE SUPPORT
DIVISION ISSO
KEY CONTROL,
CIVILIAN TIME KEEPER
SUPPLY MANAGER

MS GREGORY
SCHOOLS
GS-11

WARRANT OFFICER ADVANCED COURSES
WARRANT OFFICER STAFF COURSE
WARRANT OFFICER SENIOR STAFF COURSE
DEGREE COMPLETION
FULLY FUNDED AERS
TRAINING WITH INDUSTRY
DIVISION TDY ORDERS/BUDGET

CSSD WARRANT OFFICER

Integration of Warrant Officers into the Branches of the Assignment Divisions



Officer Personnel Management Director

Combat Arms Division (CAD)

Avn Br
CW5 Middleton (Avn CW5)
CW4(P) Colburn (151A)
CW4 Nestor (152D)
CW4 Smith (152H)
CW4 Ferrell (153D)
CW4 Klupenger (154/155)

FA Br
CW5 Spann (131A)

SF Br
CW4 Buchinski (180A)

AD Br
CW3 Scott (140A and E)

FAX
(703) 325-5463
DSN 221-5463

Combat Support Arms Division (CSAD)

MI Br
CW5 Munroe (all 350)

Signal Br
CW4 Brown (All 250)

MP Br (CID)
CW4 Watson (311A)

EN Br
MAJ Tickner (210A)

MAJ Pratt (215D)

FAX
(703) 325-5668
DSN 221-5668

Combat Support Service Division (CSSD)

Logistics WO Br

CW4 Rowley (OD)
(915A and E and 919A)

CW4 Taswell (OD/TC)
(880A, 881A, 882A, 890A, 913A, 914A, 948B, D, and E)

CW4 Wallage (QM)
920A, B, 921A, 922A, 923A)

AG Br
CW5 Taylor (AG)
420A and C)

FAX
(703) 325-5232
DSN 221-5232

Operations and Plans Division (OPD)

Ops Br

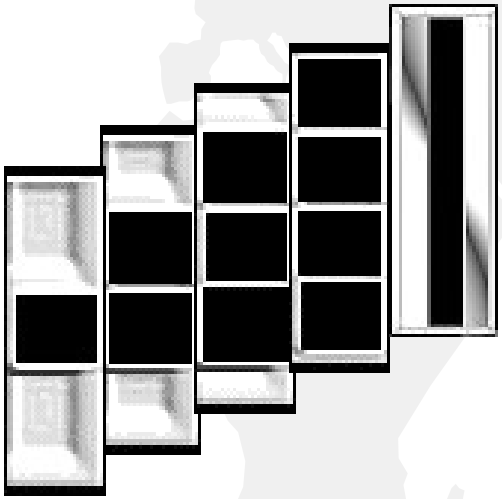
CW4 Asercion

Leader Development Division (LDD)

OPMS III

CW5 Cox

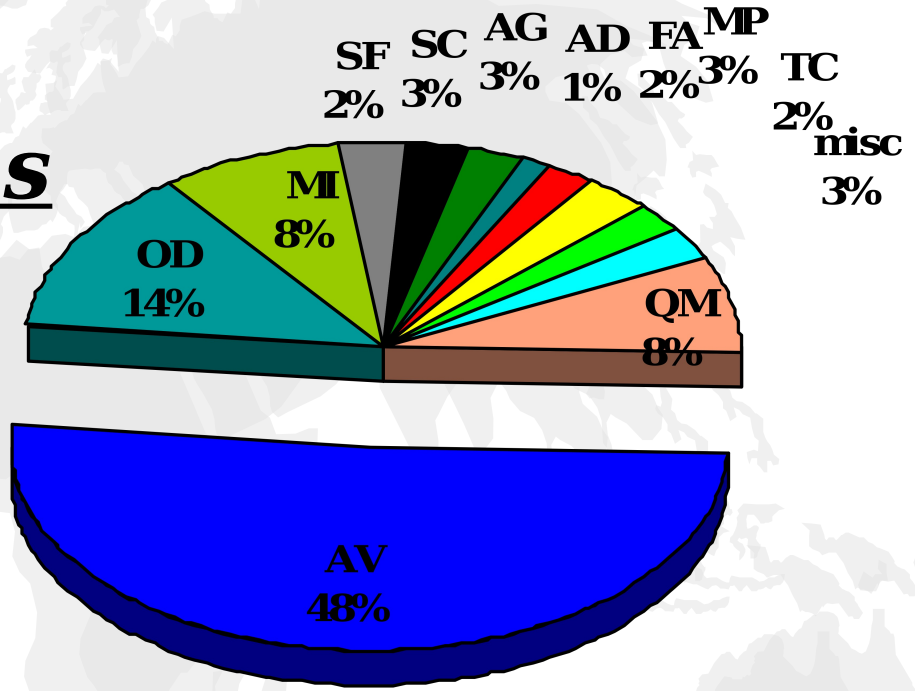
DEMOGRAPHICS

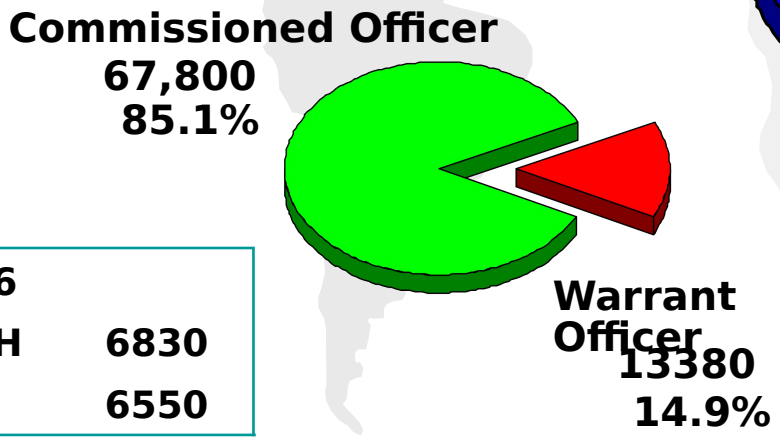


ARMY OFFICER COMPARISON

15 Branches

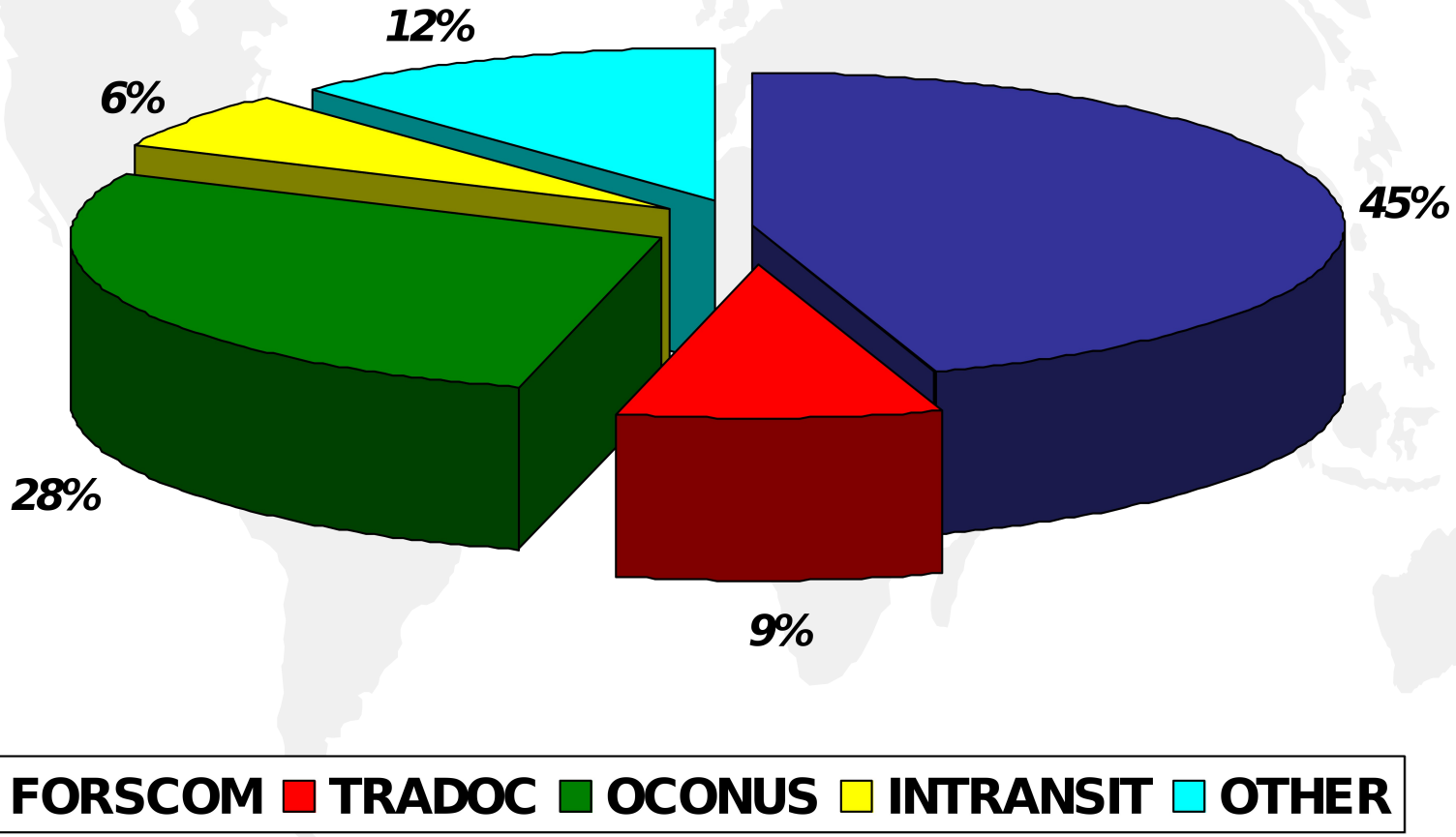
71 MOS



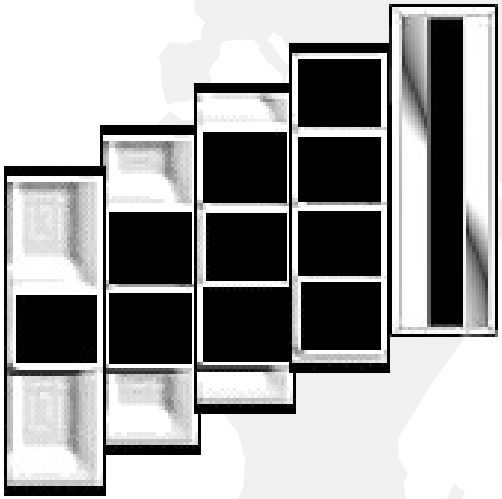


FY06	
TECH	6830
AVN	6550

LOCATIONS ASSIGNED



ASSIGNMENTS



Why Do We Move Officers ?

Army Requirements
- Support Deployed/Deploying Expeditionary Forces
- Transformation
- Army Manning Guidance
- Law & Policy Requirements (DEROS)

Professional Development
- OES
- ACS, PCC, FA & Skill Training
- CSL, Joint, etc

Officer Preference
- Career Opportunity
- Individual Considerations

What has changed?

- Not business as usual
- Priorities from the Army Leadership
  - GWOT
  - Transformation
  - Professional Development
  - Officer desires
- Movements are by exception and not the norm
  - To support overseas requirements
  - To support GWOT
  - To support Transformation

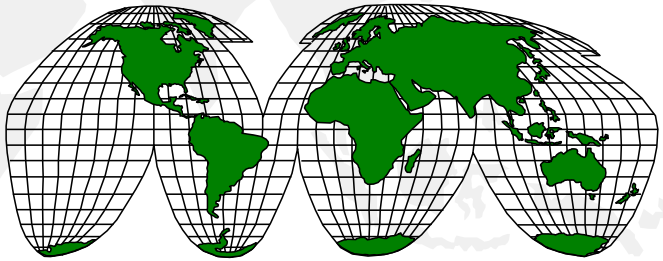
How we do business..

- MUST MEET TODAY'S ARMY REQUIREMENTS - DOES NOT CREATE THEM
- MUST PROFESSIONALLY DEVELOP OFFICER TO MEET TOMORROW'S REQUIREMENTS
- NOW ASSIGNS TO A SPECIFIC UIC A SPECIFIC DUTY POSITION
  - BUT MACOMS AND INSTALLATIONS CAN OVERRIDE

  MUST ADHERE TO CHANGING POLICIES
- CARES ABOUT EACH WARRANT OFFICER BUT NOT AT THE EXPENSE OF OTHERS
- IS HUMAN

ASSIGNMENT CONSIDERATIONS

- **NEEDS OF THE ARMY**
- **PRIORITIES**
- **SKILLS AND EXPERIENCE**
- **OFFICER QUALIFICATION**
- **QUALIFIED VOLUNTEERS**
- **PREFERENCE**
- **JOINT DOMICILE**
- **COMPASSIONATE CONSIDERATION**
- **HIGH SCHOOL STABILIZATION**
- **EFMP**

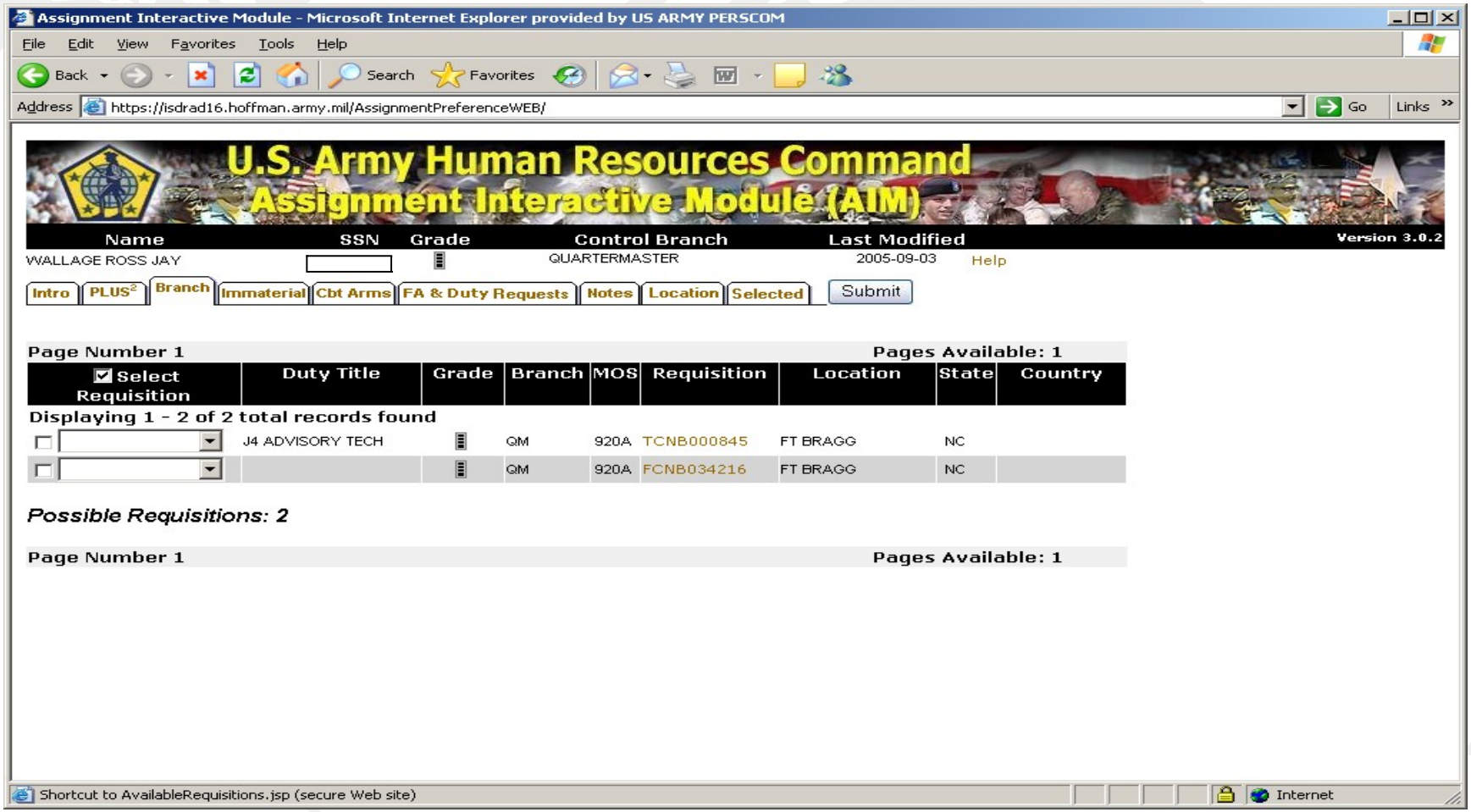


CAREER MANAGEMENT

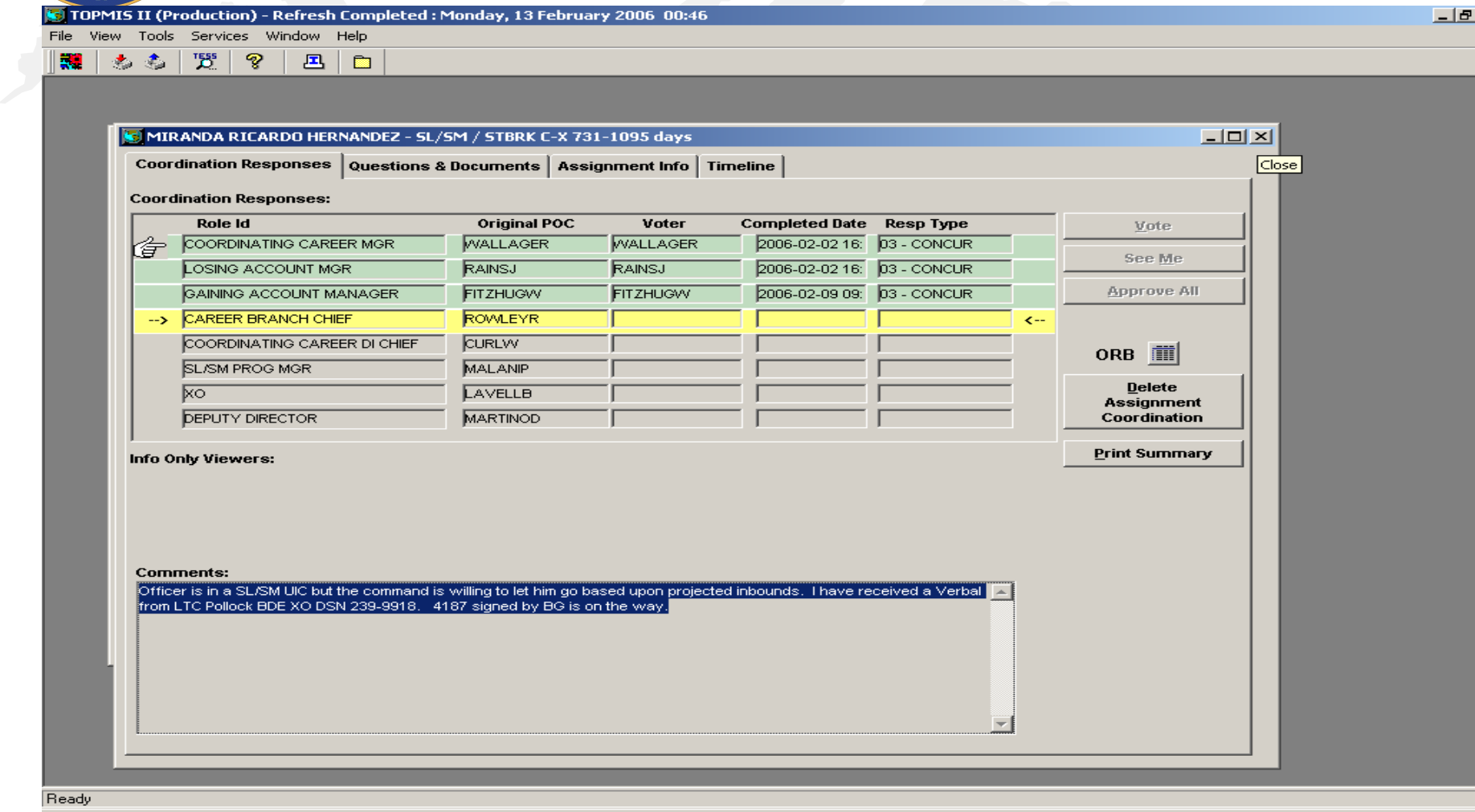
YOU ARE YOUR BEST CAREER MANAGER

- HAVE SEVERAL PLANS
- BE PROACTIVE
- BE FLEXIBLE

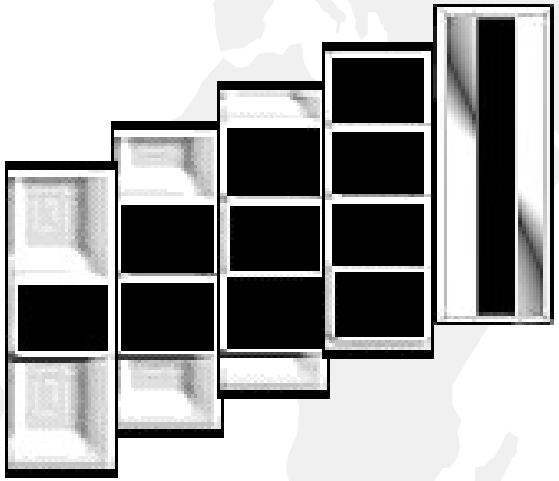
AIM (preference update)


Assignment Interactive Module - Microsoft Internet Explorer provided by US ARMY PERSCOM
File Edit View Favorites Tools Help
Back Search Favorites
Address https://isdrad16.hoffman.army.mil/AssignmentPreferenceWEB/
Go Links
U.S. Army Human Resources Command
Assignment Interactive Module (AIM)
Name SSN Grade Control Branch Last Modified Version 3.0.2
WALLAGE ROSS JAY QUARTERMASTER 2005-09-03 Help
Intro PLUS² Branch Immaterial Cbt Arms FA & Duty Requests Notes Location Selected Submit
Page Number 1 Pages Available: 1
Select Requisition | Duty Title | Grade | Branch | MOS | Requisition | Location | State | Country
Displaying 1 - 2 of 2 total records found
J4 ADVISORY TECH QM 920A TCNB000845 FT BRAGG NC
QM 920A FCNB034216 FT BRAGG NC
Possible Requisitions: 2
Page Number 1 Pages Available: 1
Shortcut to AvailableRequisitions.jsp (secure Web site)
Internet

Coordination for assignment Approval


TOPMIS II (Production) - Refresh Completed : Monday, 13 February 2006 00:46
File View Tools Services Window Help
MIRANDA RICARDO HERNANDEZ - SL/SM / STBRK C-X 731-1095 days
Coordination Responses
Questions & Documents
Assignment Info
Timeline
Close
Coordination Responses:
Role Id
Original POC
Voter
Completed Date
Resp Type
COORDINATING CAREER MGR WALLAGER WALLAGER 2006-02-02 16: 03 - CONCUR
LOSING ACCOUNT MGR RAINSJ RAINSJ 2006-02-02 16: 03 - CONCUR
GAINING ACCOUNT MANAGER FITZHUGW FITZHUGW 2006-02-09 09: 03 - CONCUR
--> CAREER BRANCH CHIEF ROWLEYR <--
COORDINATING CAREER DI CHIEF CURLW
SL/SM PROG MGR MALANIP
XO LAVELLB
DEPUTY DIRECTOR MARTINOD
Vote
See Me
Approve All
ORB
Delete Assignment Coordination
Print Summary
Info Only Viewers:
Comments:
Officer is in a SL/SM UIC but the command is willing to let him go based upon projected inbounds. I have received a Verbal from LTC Pollock BDE XO DSN 239-9918. 4187 signed by BG is on the way.
Ready

PROMOTIONS



THE BOARD LOOKS AT THREE THINGS:

(1) PHOTO

(2) ORB

(3) OMPF ON LINE

Where on any of these 3 items does it say-

CW3 working in a CW2 position?

PROMOTION SYSTEM

NOT MAGIC

AR600-9

PULHES

OMPF On-line

PHOTO

ORB

COMMUNICATION TO THE BOARD?

Our “Right of Passage” to our Senior Grade is through the

Units of Actions.

Preparing for Selection Boards

- Know when you are eligible
- Review your ORB and OMPF- on-line
- Have a current, quality photo on file
- Have a current physical
- Work toward the next promotion (education, job performance; OER's)

Promotion Zones

Know when you are eligible !

Tech

Jan 06	PZ 1 OCT 01 THRU 30 SEP 02
	PZ 1 OCT 03 THRU 30 SEP 03
Jan 07	PZ 1 OCT 04 THRU 30 SEP 04
	BZ 1 OCT 05 THRU 30 SEP 05
Jan 08	PZ 1 OCT 04 THRU 30 SEP 06
	BZ 1 OCT 04 THRU 30 SEP 07
Jan 09	PZ 1 OCT 05 THRU 30 SEP 08
	BZ 1 OCT 05 THRU 30 SEP 09
Jan 10	PZ 1 OCT 06 THRU 30 SEP 10
	BZ 1 Oct 07 THRU 30 SEP 11

Expanded zone

Expanded zone issues

920A to CW3	**22**
920B to CW3	**17**
921A to CW3	**10**
922A to CW3	**5**
920A to CW4	**65**
920B to CW4	**62**
921A to CW4	**8**
922A to CW4	43
920A to CW5	**12**
920B to CW5	**6**
921A to CW5	**3**
922A to CW5	**3**
Eligible	256

Auth 90 O/H 156

Auth 79 O/H 120

Auth 24 O/H 16

Auth 31 O/H 89

Auth 45 O/H 39 total 104

Auth 54 O/H 28 total 90

Auth 9 O/H 7 total 15

Auth 21 O/H 9 total 52

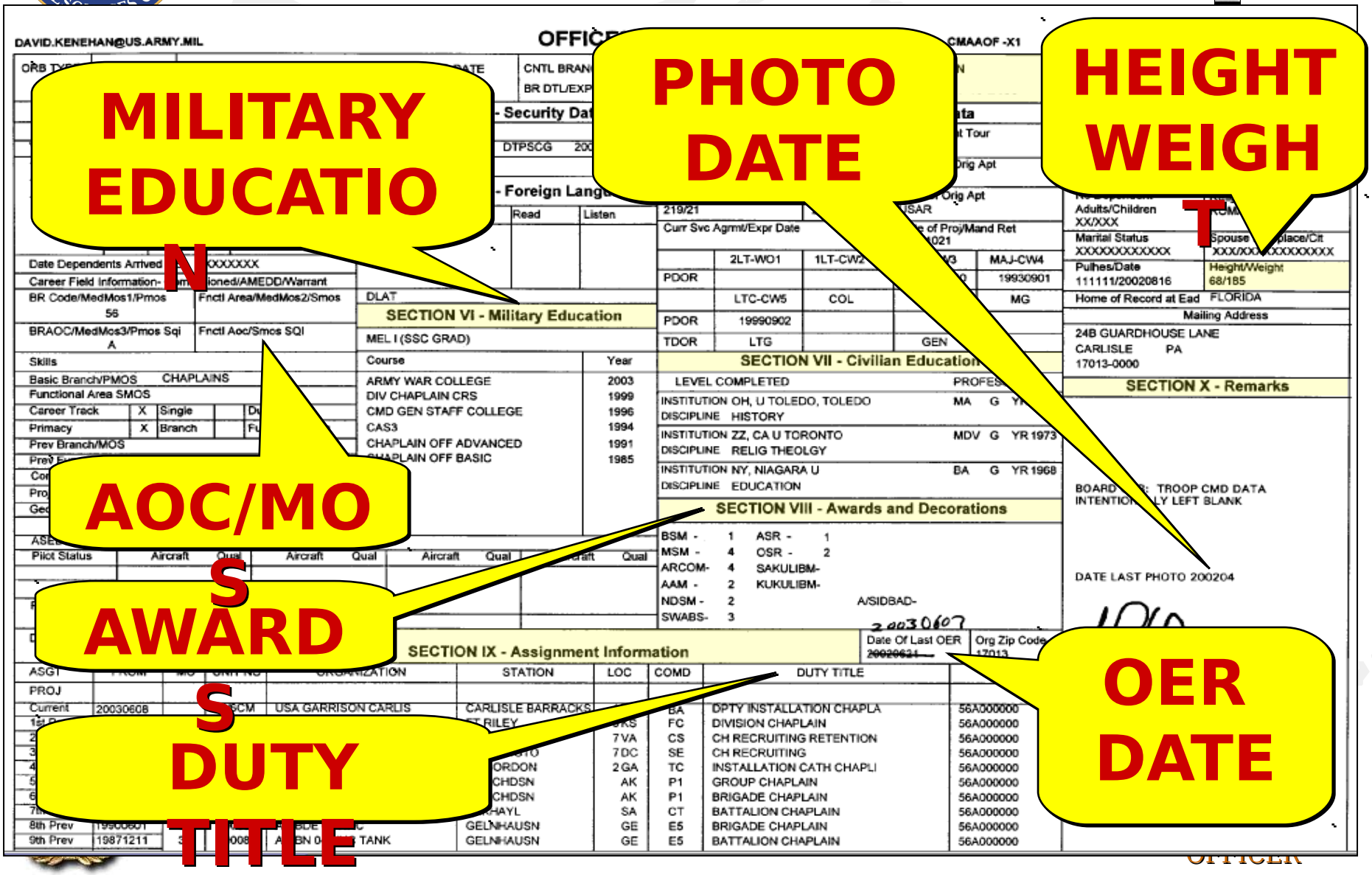
Officer Record Brief (ORB)

RESUME TO THE BOARD

- UPDATE REGULARLY/ OR WHEN CHANGES OCCUR
- CLEAR DUTY DESCRIPTIONS
- BOTTOM DRIVEN SYSTEM, PERMANENT CHANGES THROUGH PSB.

OFFICER RECORD BRIEF

DA PAM 640-1


MILITARY EDUCATIO N
PHOTO DATE
HEIGHT WEIGH T
AOC/MO S
AWARD S
DUTY TITLE
OER DATE
DAVID.KENEHAN@US.ARMY.MIL
CMAAOF -X1
SECTION VI - Military Education
MEL I (SSC GRAD)
Course
Year
ARMY WAR COLLEGE 2003
DIV CHAPLAIN CRS 1999
CMD GEN STAFF COLLEGE 1996
CAS3 1994
CHAPLAIN OFF ADVANCED 1991
CHAPLAIN OFF BASIC 1985
SECTION VII - Civilian Education
LEVEL COMPLETED
INSTITUTION OH, U TOLEDO, TOLEDO MA G YR
DISCIPLINE HISTORY
INSTITUTION ZZ, CA U TORONTO MDV G YR 1973
DISCIPLINE RELIG THEOLGY
INSTITUTION NY, NIAGARA U BA G YR 1968
DISCIPLINE EDUCATION
SECTION VIII - Awards and Decorations
BSM - 1 ASR - 1
MSM - 4 OSR - 2
ARCOM- 4 SAKULIBM-
AAM - 2 KUKULIBM-
NDSM - 2 A/SIDBAD-
SWABS- 3
SECTION IX - Assignment Information
Date Of Last OER
Org Zip Code
ASGT FROM MO UNIT NO ORGANIZATION STATION LOC COMD DUTY TITLE
PROJ
Current 20030608 USA GARRISON CARLIS CARLISLE BARRACKS BA DPTY INSTALLATION CHAPLA 56A000000
1st Prev FT RILEY KS FC DIVISION CHAPLAIN 56A000000
7VA CS CH RECRUITING RETENTION 56A000000
7DC SE CH RECRUITING 56A000000
2GA TC INSTALLATION CATH CHAPL 56A000000
CHDSN AK P1 GROUP CHAPLAIN 56A000000
CHDSN AK P1 BRIGADE CHAPLAIN 56A000000
CHAYL SA CT BATTALION CHAPLAIN 56A000000
8th Prev 19900601 GELNHAUSN GE E5 BRIGADE CHAPLAIN 56A000000
9th Prev 19871211 TANK GELNHAUSN GE E5 BATTALION CHAPLAIN 56A000000
Adults/Children XX/XXX
Marital Status XXXXXXXXXXX
Spouse XXX/XXXXXXXXXXX
Pulhes/Date 111111/20020816
Height/Weight 68/185
Home of Record at Ead FLORIDA
Mailing Address
24B GUARDHOUSE LANE
CARLISLE PA
17013-0000
SECTION X - Remarks
DATE LAST PHOTO 200204

Common (ORB) Mistakes

- **Officer signs/validates ORB with known/obvious errors.**
- **Duty title contains incorrect entries**
- **-incoming personnel – re-assignable over strength.**
- **-valid surplus/excess - known loss.**
- **Duty MOS (DMOS) missing or incorrect.**
- **Awards don’t match OMPF.**
- **PULHES/Date (Physical) expired; exceeds 5 years.**

PULHES

13. Section IV—Personal/family data

a. The data in this section is self-explanatory.

b. The PUHLES/DATE should be extracted from the last Standard Form 88 (Report of Medical Examaination). The six categories of PULHES are:

(1) P—Physical capacity or stamina

(2) U—Upper extremities

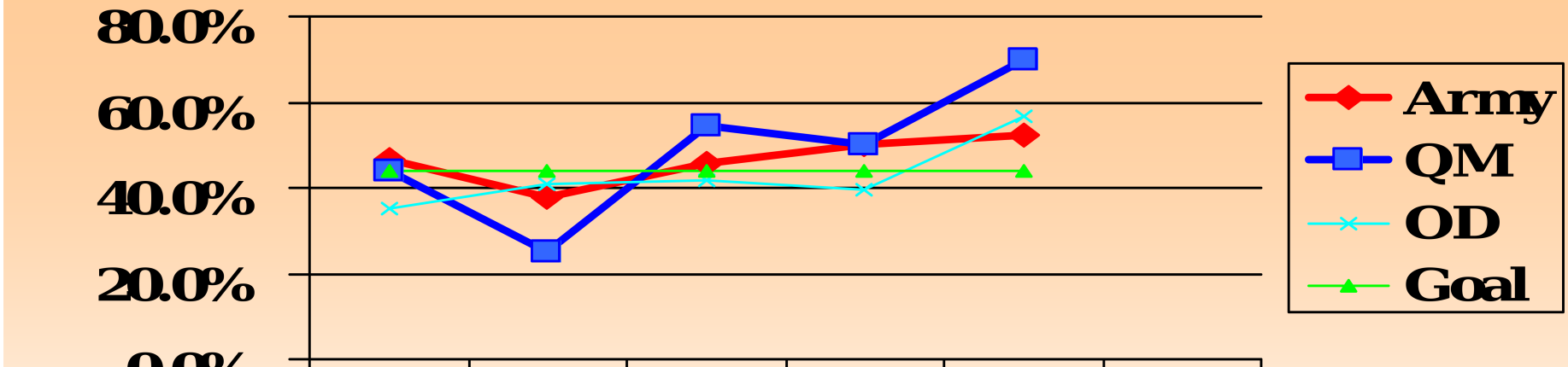
(3) L—Lower extremities

(4) H—Hearing and ear

(5) E—Eyes

(6) S—Psychiatric

CW5 Selection Rates



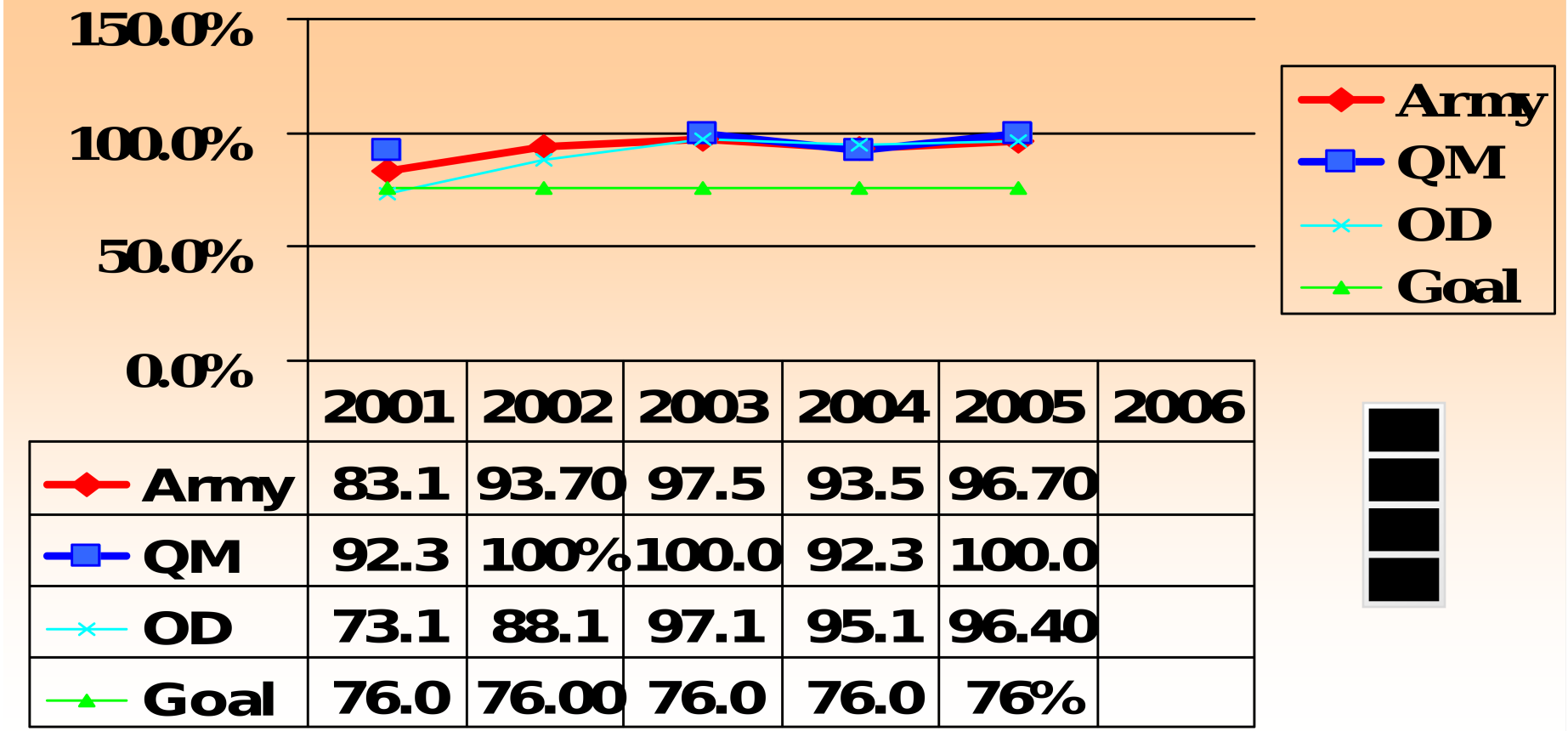
	2001	2002	2003	2004	2005	2006
Army	46.8	38.00	45.6	50.0	52.5	
QM	43.8	25.00	54.5	50.0	70%	
OD	35.3	41.00	41.9	39.4	56.50	
Goal	44.0	44.00	44.0	44.0	44.0	

CW5 promotion stats FY 05

MOS	Above Zone	selected	Primary Zone	selected	Below Zone	selected
920A	7	3	1	1	10	0
920B	1	0	6	5	4	0
921A	1	0	1	0	0	0
922A	1	1	2	1	1	0

BZ selections for all Tech MOS's, 2 out 94 eligible = 2.1%

CW4 Selection Rates



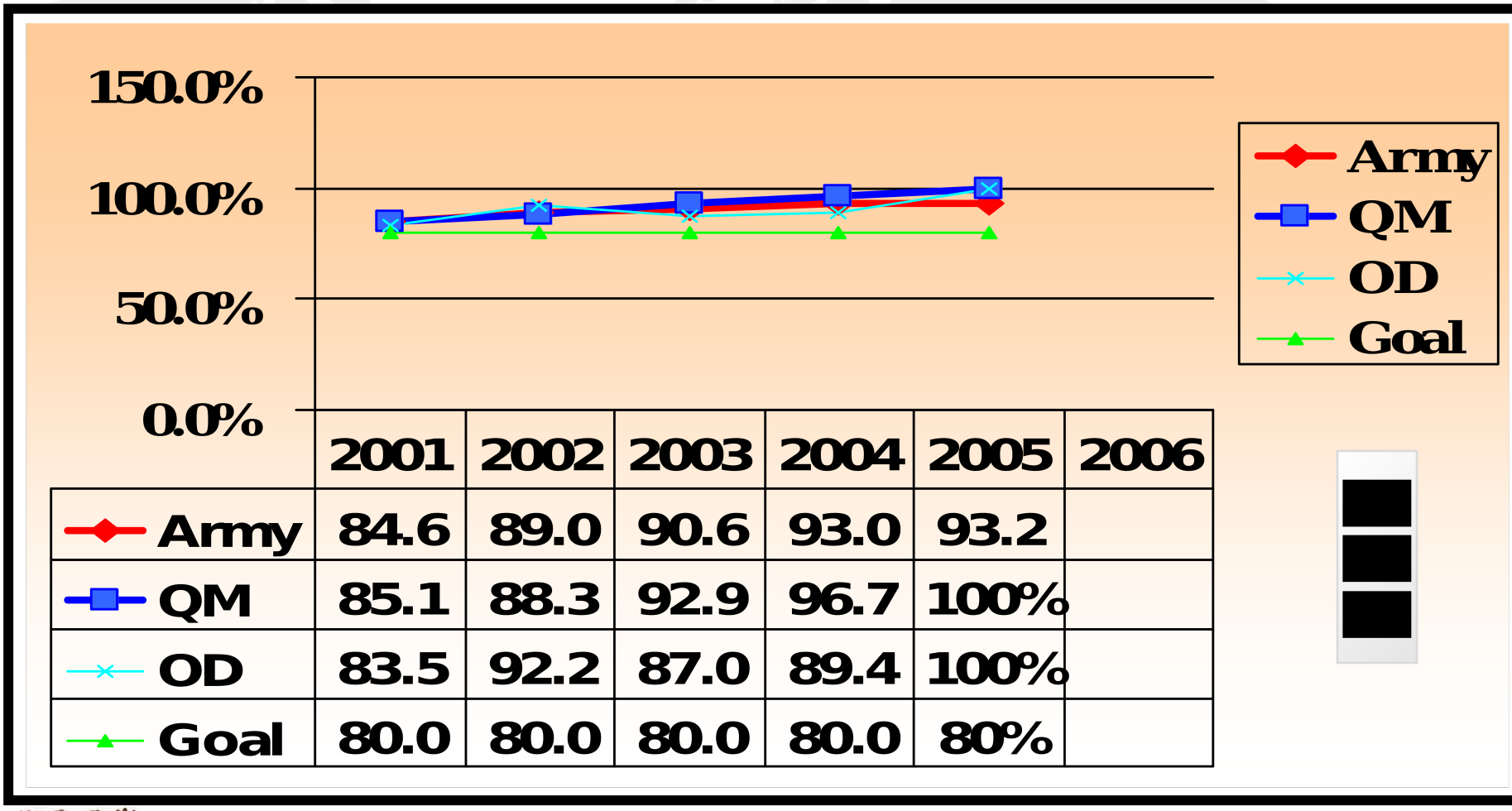
	2001	2002	2003	2004	2005	2006
Army	83.1	93.70	97.5	93.5	96.70	
QM	92.3	100%	100.0	92.3	100.0	
OD	73.1	88.1	97.1	95.1	96.40	
Goal	76.0	76.00	76.0	76.0	76%	

CW4 promotion stats FY 05

MOS	Above Zone	selected	Primary Zone	selected	Below Zone	selected
920A	0	0	16	16	40	1
920B	0	0	13	13	45	1
921A	0	0	2	2	7	0
922A	0	0	7	7	24	0

BZ selections for all Tech MOS's, 10 out 446 eligible= 2.2%

CW3 Selection Rates



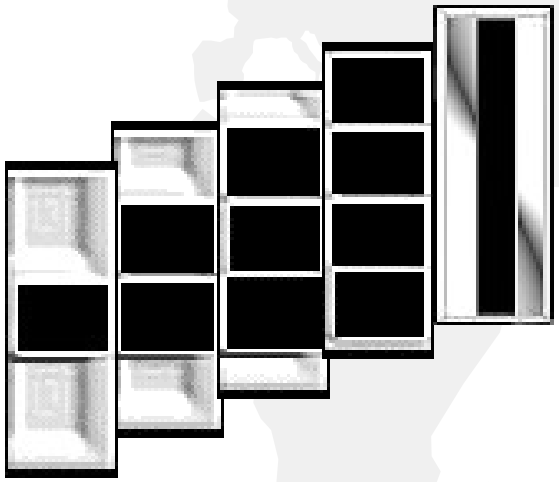
	2001	2002	2003	2004	2005	2006
Army	84.6	89.0	90.6	93.0	93.2	
QM	85.1	88.3	92.9	96.7	100%	
OD	83.5	92.2	87.0	89.4	100%	
Goal	80.0	80.0	80.0	80.0	80%	

CW3 promotion stats FY 05

MOS	Above Zone	selected	Primary Zone	selected	Below Zone	selected
920A	2	0	15	15	15	0
920B	0	0	5	5	12	1
921A	0	0	0	0	4	0
922A	1	1	6	6	4	1

BZ selections for all Tech MOS's, 19 out of 420 eligible =4.5%

Professional Development



PROMOTION TO CW2

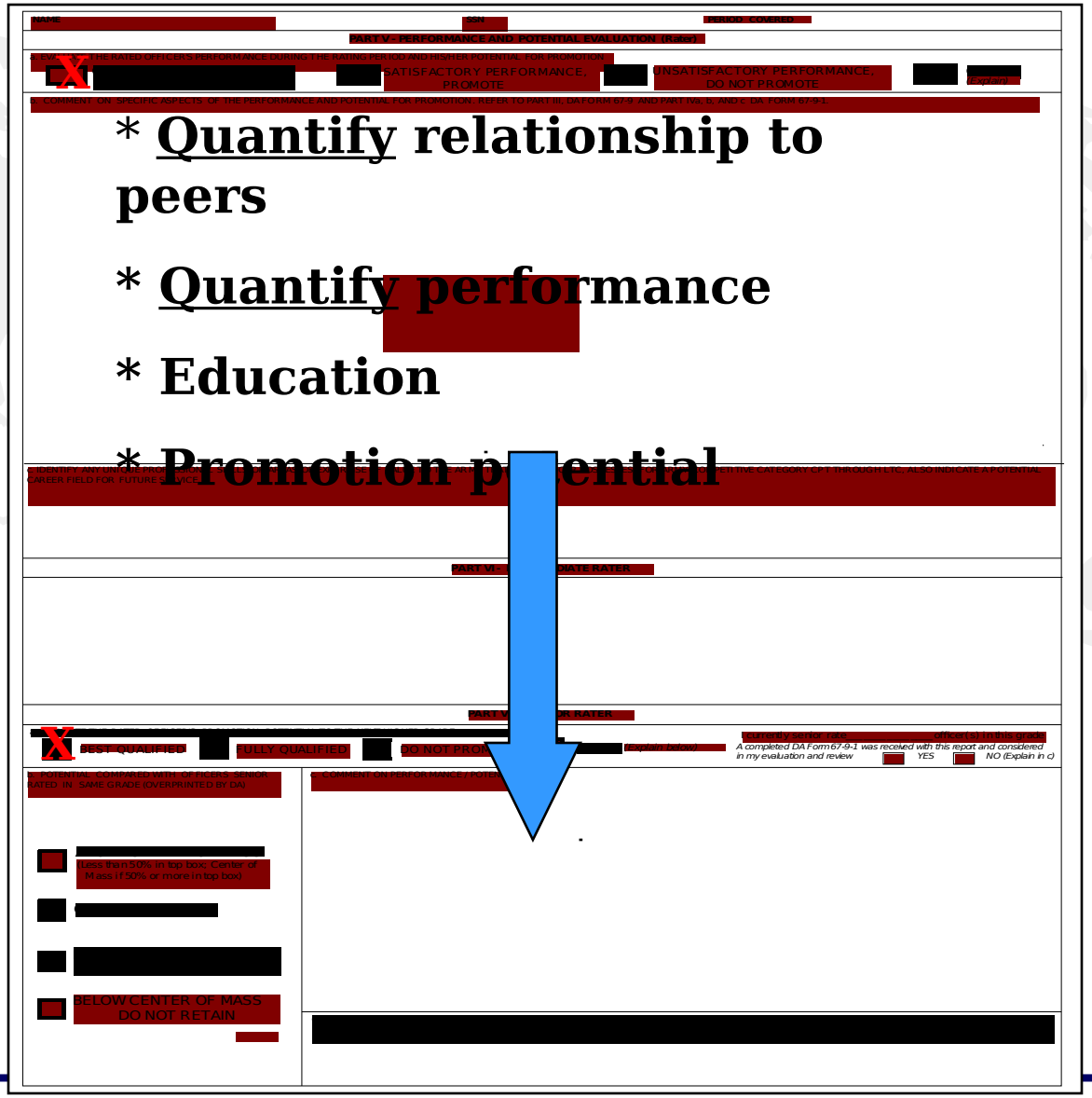
- **MUST SUBMIT A DA PHOTO**
- **INSURE ALL RECORDS ARE CURRENT**
- **BEGIN WORK ON CIVIL EDUCATION**
- **MAINTAIN CURRENT PREFERENCE STATEMENT**
- **DA 71 no longer needed**

PHOTO WITHIN 60 DAYS

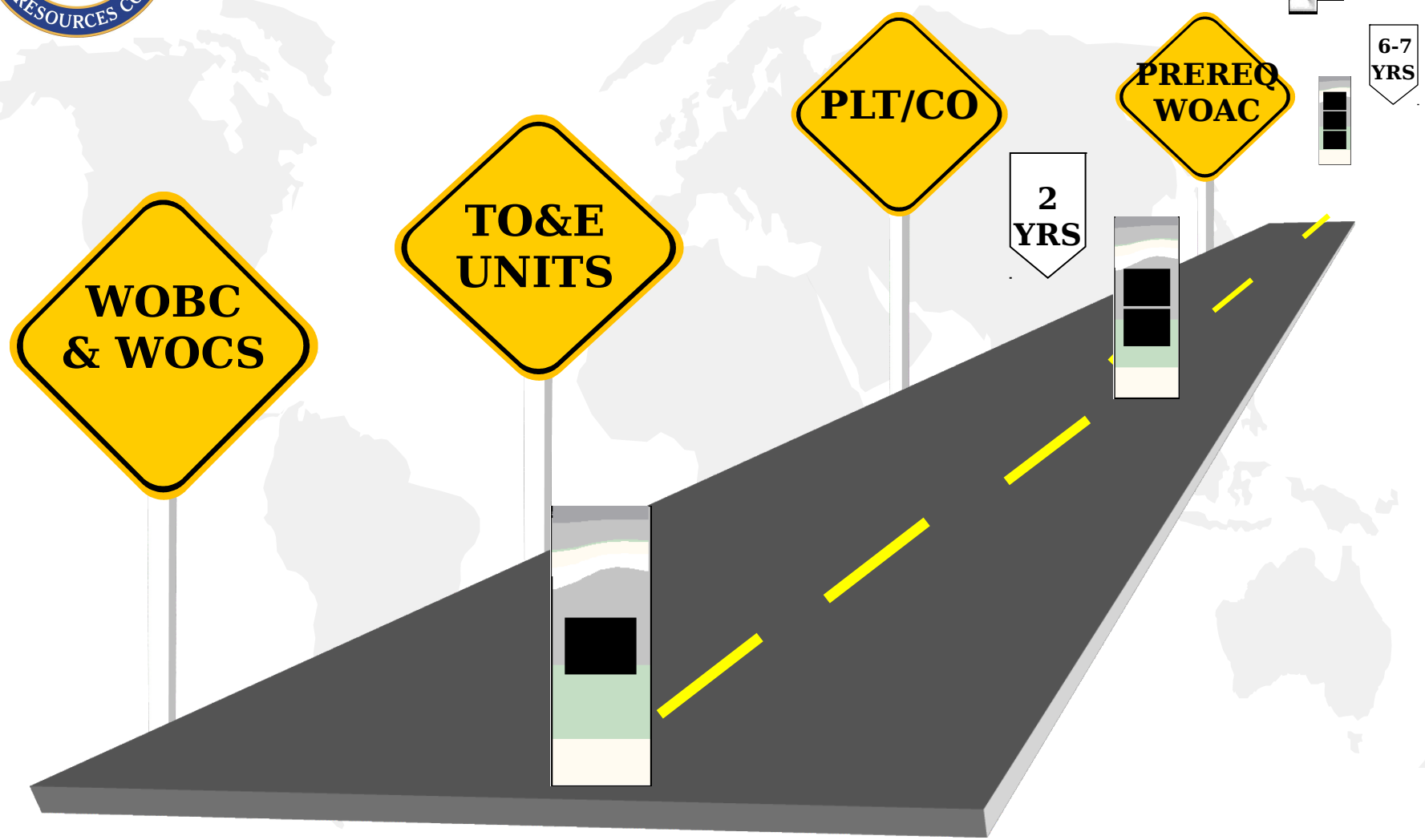
Review My ORB online

Review OMPF Online

FORM 67-9 (REVERSE SIDE)


NAME
SSN
PERIOD COVERED
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)
SATISFACTORY PERFORMANCE, PROMOTE
UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE
(Explain)
* Quantify relationship to peers
* Quantify performance
* Education
* Promotion potential
PART VI - INTERMEDIATE RATER
PART VII - SENIOR RATER
BEST QUALIFIED
FULLY QUALIFIED
DO NOT PROMOTE
(Explain below)
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review
YES
NO (Explain in c)
COMMENT ON PERFORMANCE/POTENTIAL
POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)
Less than 50% in top box; Center of Mass if 50% or more in top box)
BELOW CENTER OF MASS DO NOT RETAIN

ROAD TO CW3



CW3

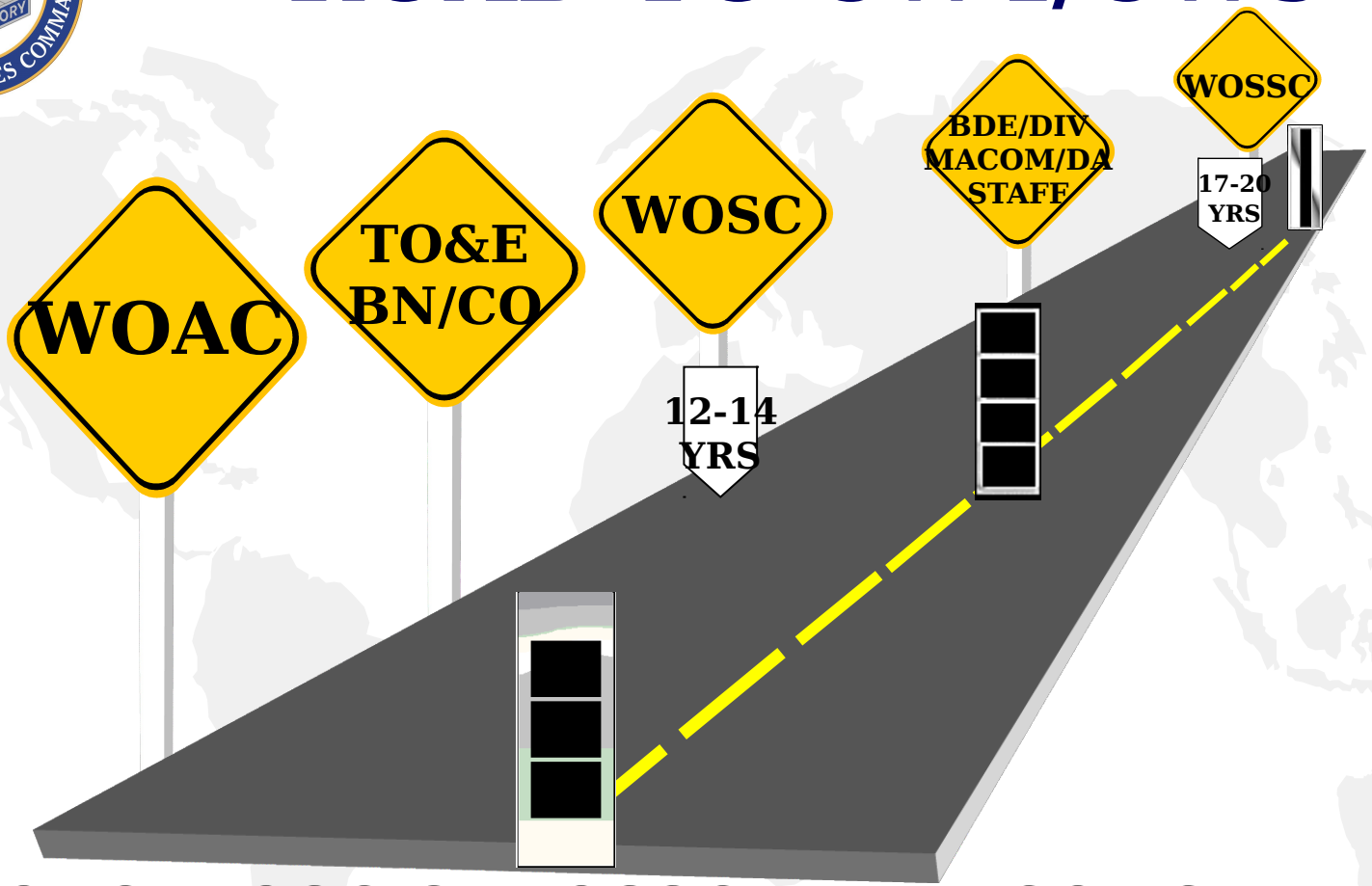
- **Action Officer Development Course (ST7000)**
  - Required before attendance at resident phase. Can be done anytime online

- **WO RA Integration**
  - Selected for RA by CW3 Board (now automatic at CW2)
  - Declining RA is also a declination of promotion
  - Decline RA (Separated w/in 90 days or upon completion of ADSO)(If over 18 yrs…MRD 20 yrs, 2 mo)

- **WOAC Attendance**
  - De- inked to promotion, attend when able. TDY enroute or return.
  - Submit 4187 endorsed by Senior rater
  - Priority still goes to most senior people
- **MASKING OF WO1 OER**
  - Ref MILPER MSG 98-180, SAB
  - WO1 OER Masked After Promoted to CW3
  - WO1 OER Will Be Visible by CW3 Board

PHOTO WITHIN 60 DAYS after promotion

ROAD TO CW4/CW5



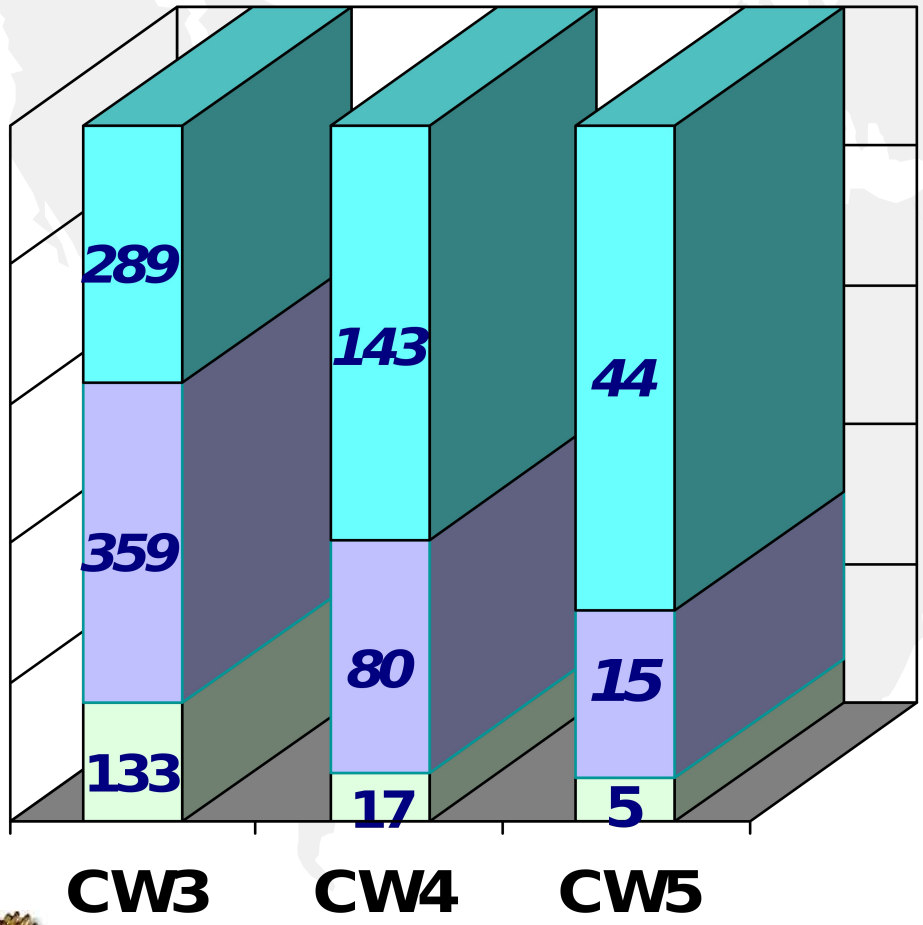
WOAC/WOSC & WOSSC WERE CONCURRENT WITH SELECTION TO CW3, CW4 & CW5 RESPECTIVELY.

Now has been de-linked from promotion

CIVILIAN EDUCATION GOALS

- **IAW DA PAM 600-11**
  - Associate Degree Before CW3
  - Bachelors Degree Before CW4
- **Fully Funded**
  - Army Education Requirements System (AERS)
- **Degree Completion Program**
  - Associate Degree – MOS related
  - Baccalaureate Degree – starting FY93
  - Warrant Officer Pays (GI Bill/VEAP)
- **Permissive TDY**
  - 139 days maximum
  - Complete any degree
  - Warrant Officer Pays (GI Bill/VEAP)
- **General Information (AR 621–1)**
  - Normally 12 months (18 months for AERS)
  - Career Status (Vol Indef or Regular Army)
  - Application to PD Branch 5 months prior

PROMOTION BOARD CIVILIAN EDUCATION STATS



NUMBER SELECTED

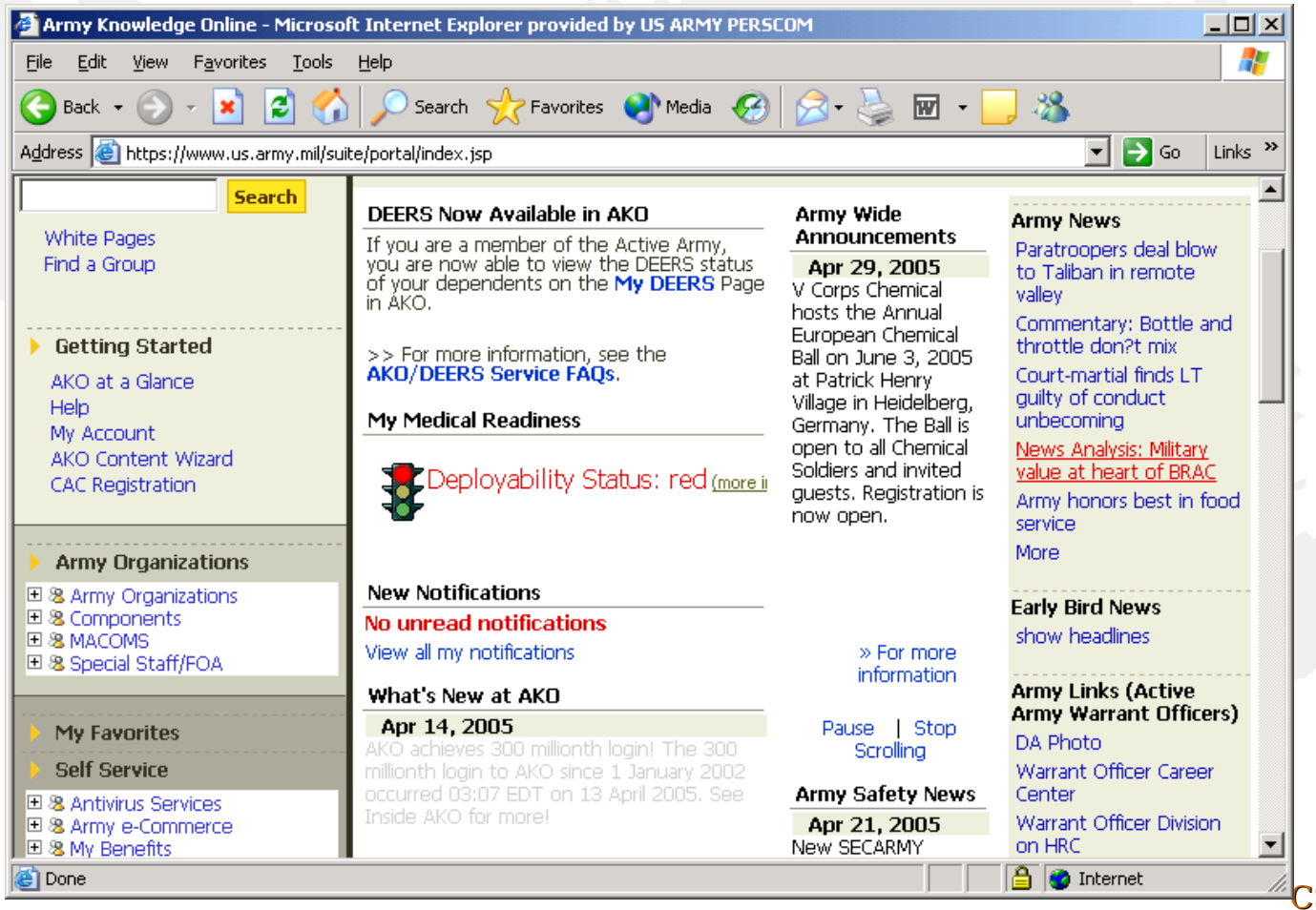
- BA/BS or Higher
- AA/AS
- Less than 2 Yr College

Active Duty Service Obligation

ACTION	OBLIGATION
Accession	6 years
DCP/TWI	3 for 1 (school ADSO)
OCONUS	Until DEROS
PCS to CONUS	1 year
Promotion	2 years
TA	2 years after crs completion
Vol Indef	1 year

Army G-1's guidance is to hold everyone to their obligations!

Personnel Automation Tools for the @ko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Search
White Pages
Find a Group
Getting Started
AKO at a Glance
Help
My Account
AKO Content Wizard
CAC Registration
Army Organizations
Army Organizations
Components
MACOMS
Special Staff/FOA
My Favorites
Self Service
Antivirus Services
Army e-Commerce
My Benefits
DEERS Now Available in AKO
If you are a member of the Active Army, you are now able to view the DEERS status of your dependents on the My DEERS Page in AKO.
>> For more information, see the AKO/DEERS Service FAQs.
My Medical Readiness
Deployability Status: red (more i
New Notifications
No unread notifications
View all my notifications
What's New at AKO
Apr 14, 2005
AKO achieves 300 millionth login! The 300 millionth login to AKO since 1 January 2002 occurred 03:07 EDT on 13 April 2005. See Inside AKO for more!
Army Wide Announcements
Apr 29, 2005
V Corps Chemical hosts the Annual European Chemical Ball on June 3, 2005 at Patrick Henry Village in Heidelberg, Germany. The Ball is open to all Chemical Soldiers and invited guests. Registration is now open.
» For more information
Pause | Stop Scrolling
Army Safety News
Apr 21, 2005
New SECARMY
Army News
Paratroopers deal blow to Taliban in remote valley
Commentary: Bottle and throttle don?t mix
Court-martial finds LT guilty of conduct unbecoming
News Analysis: Military value at heart of BRAC
Army honors best in food service
More
Early Bird News
show headlines
Army Links (Active Army Warrant Officers)
DA Photo
Warrant Officer Career Center
Warrant Officer Division on HRC
Done
Internet

PHOTO TIPS

1. Take someone to the photo lab. (Rising Eagle, Awards out order)

2. Make sure that the uniform fits properly.

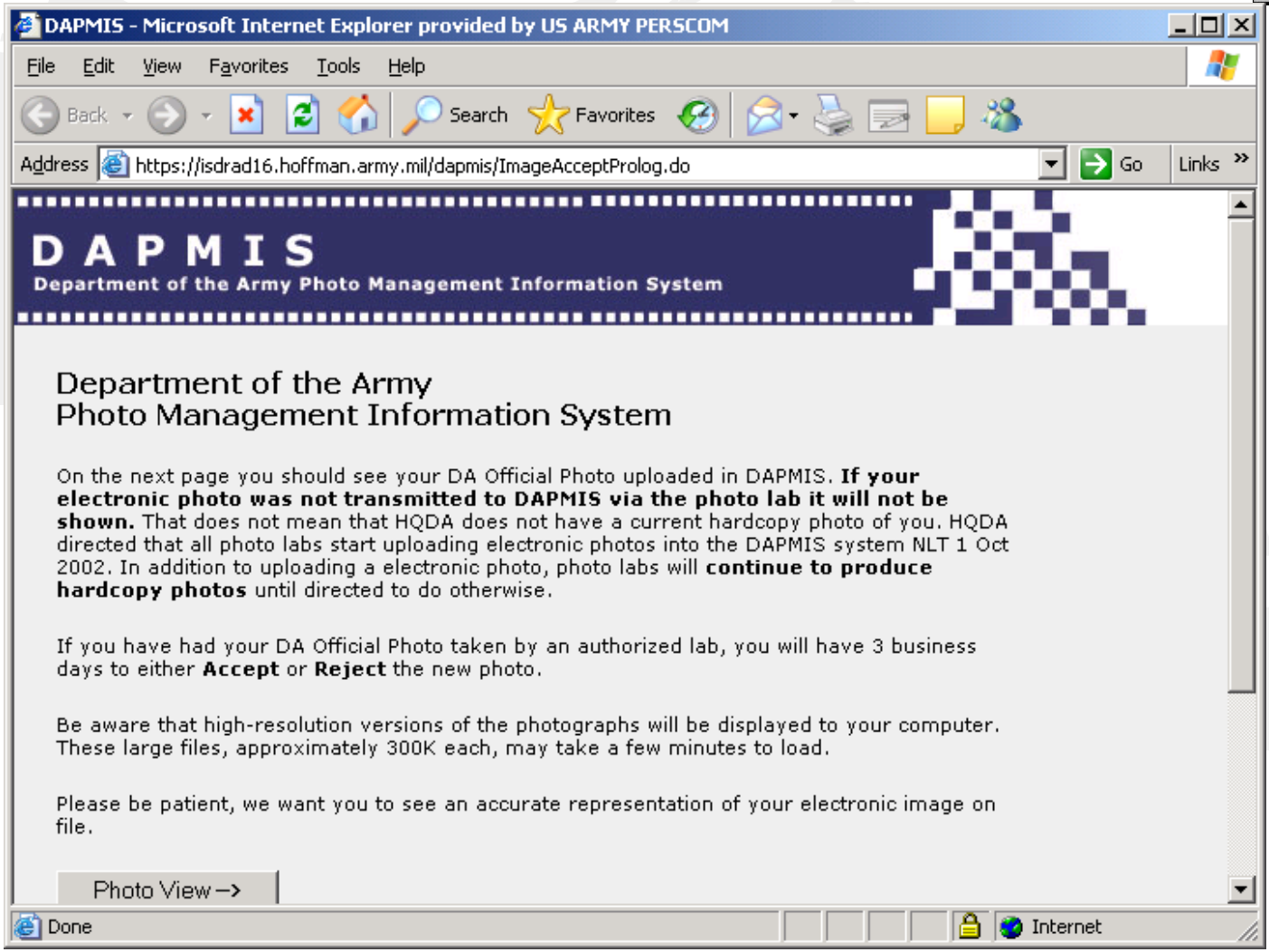
3. Make sure that your uniform is pressed.

4. Check the tie and neck size of the shirt, not too big.

5. Ensure that your name board is correct MOS, SSAN and DOR, (name spelled correctly). QM not 920A/B, 921A, 922A, 923A.

6. Verify the photo on DAPMIS On Line.

7. No more hard copies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DAPMIS
Department of the Army Photo Management Information System
Department of the Army
Photo Management Information System
On the next page you should see your DA Official Photo uploaded in DAPMIS. If your electronic photo was not transmitted to DAPMIS via the photo lab it will not be shown. That does not mean that HQDA does not have a current hardcopy photo of you. HQDA directed that all photo labs start uploading electronic photos into the DAPMIS system NLT 1 Oct 2002. In addition to uploading a electronic photo, photo labs will continue to produce hardcopy photos until directed to do otherwise.
If you have had your DA Official Photo taken by an authorized lab, you will have 3 business days to either Accept or Reject the new photo.
Be aware that high-resolution versions of the photographs will be displayed to your computer. These large files, approximately 300K each, may take a few minutes to load.
Please be patient, we want you to see an accurate representation of your electronic image on file.
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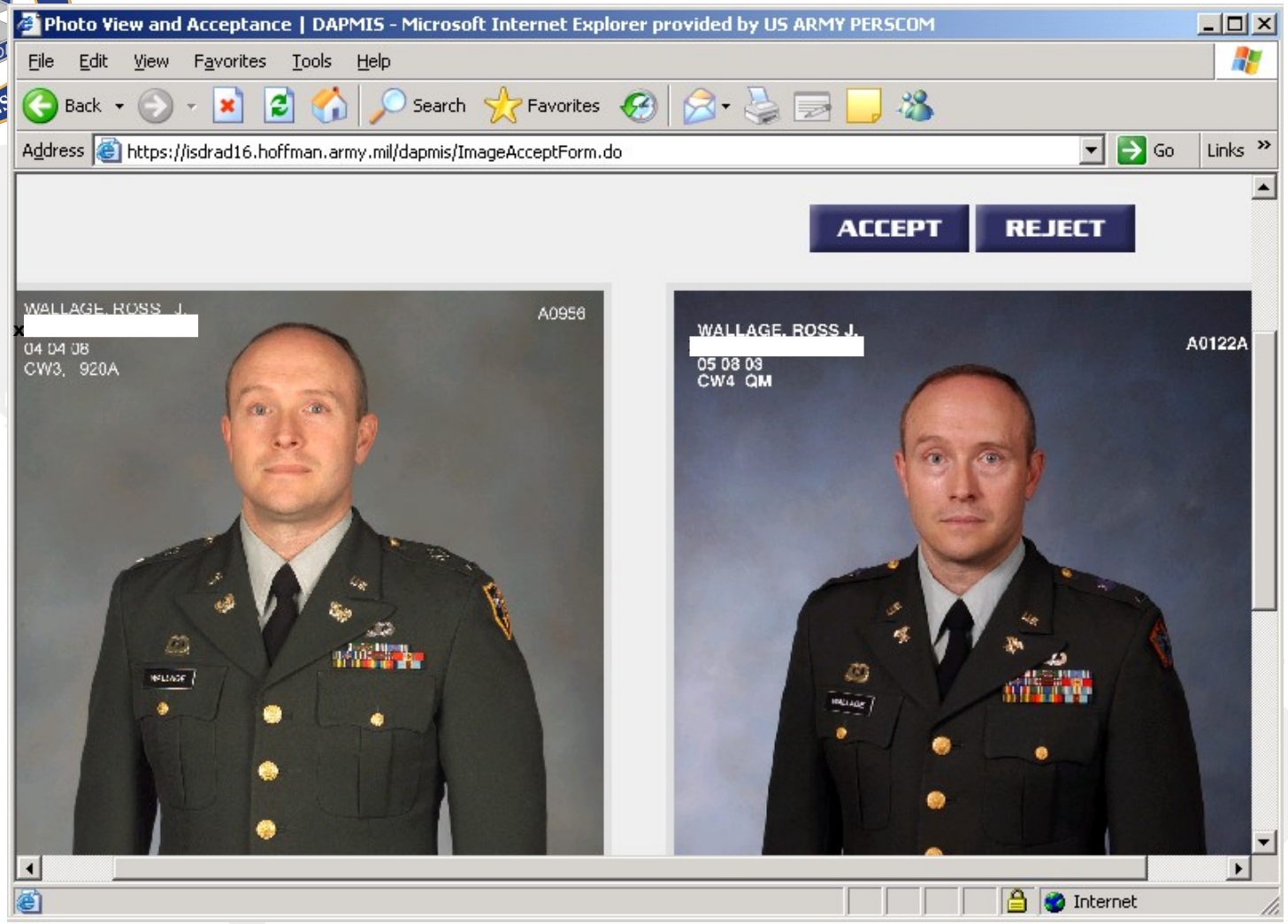
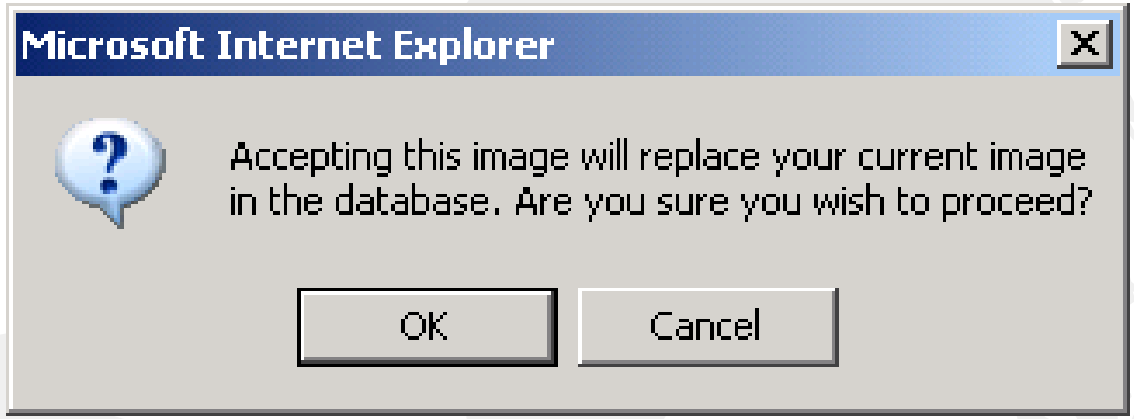
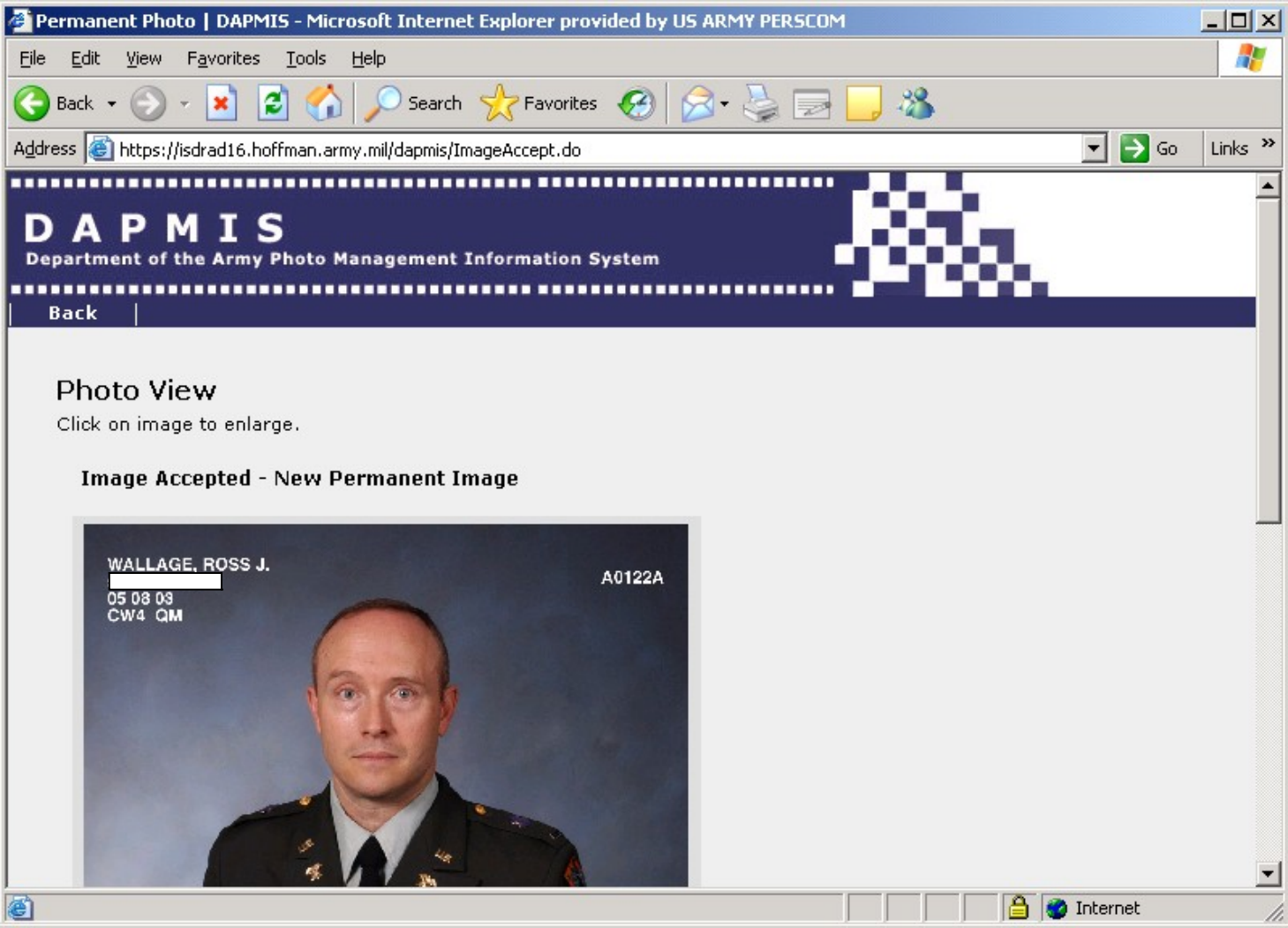
Internet



16 months between photo's

11 months at HRC


Microsoft Internet Explorer
Accepting this image will replace your current image in the database. Are you sure you wish to proceed?
OK
Cancel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WALLAGE, ROSS J.
[redacted]
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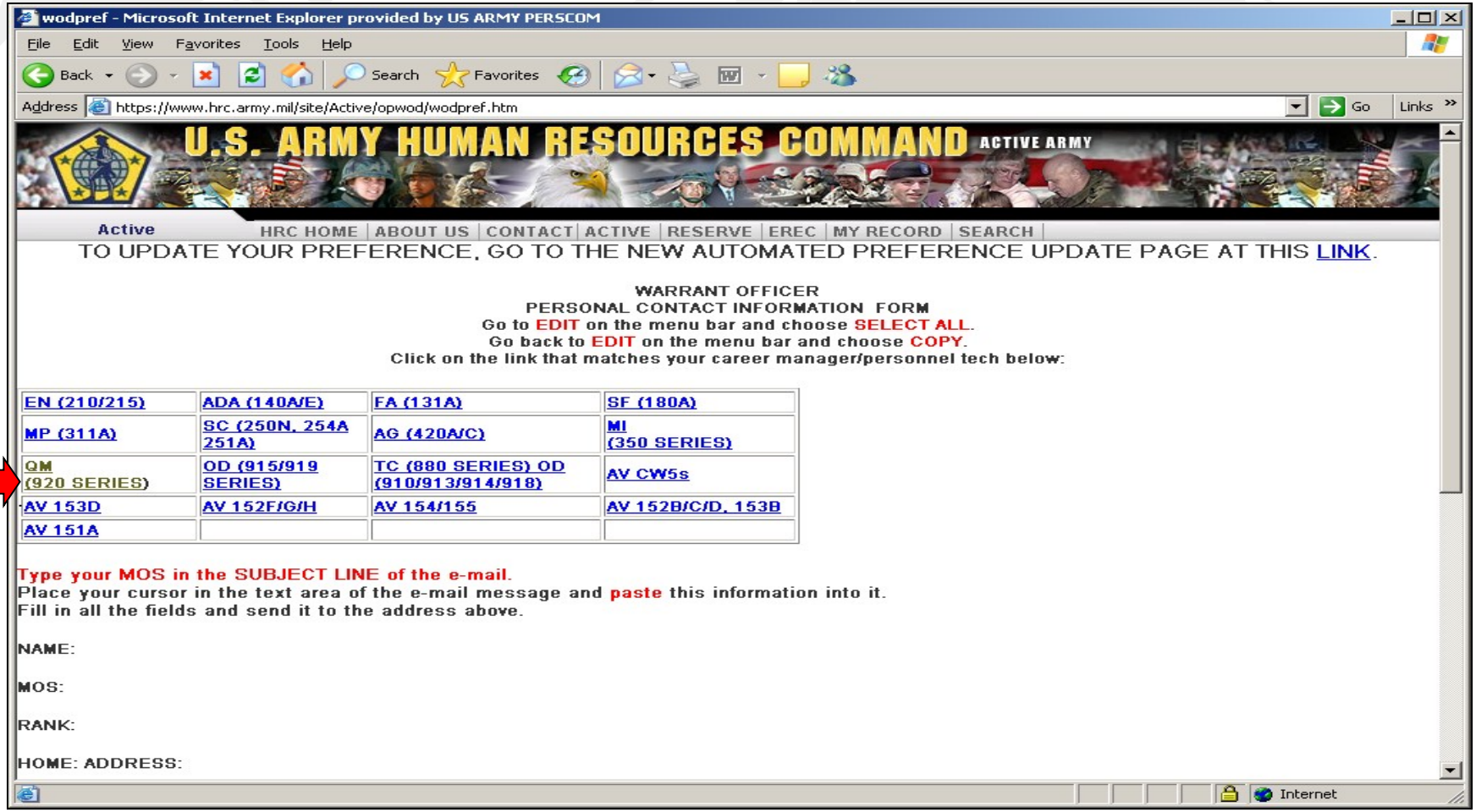
Internet

Common (OMPF) Errors

- **Did not check it!**
- **Awards don’t match the ORB.**
- **NCOERs listed.**
- **Cluttered with insignificant documents.**
- **Award Certificates not present.**
- **Poor quality documents submitted (Fax).**

INFORMATION ONLINE

Update your Address every move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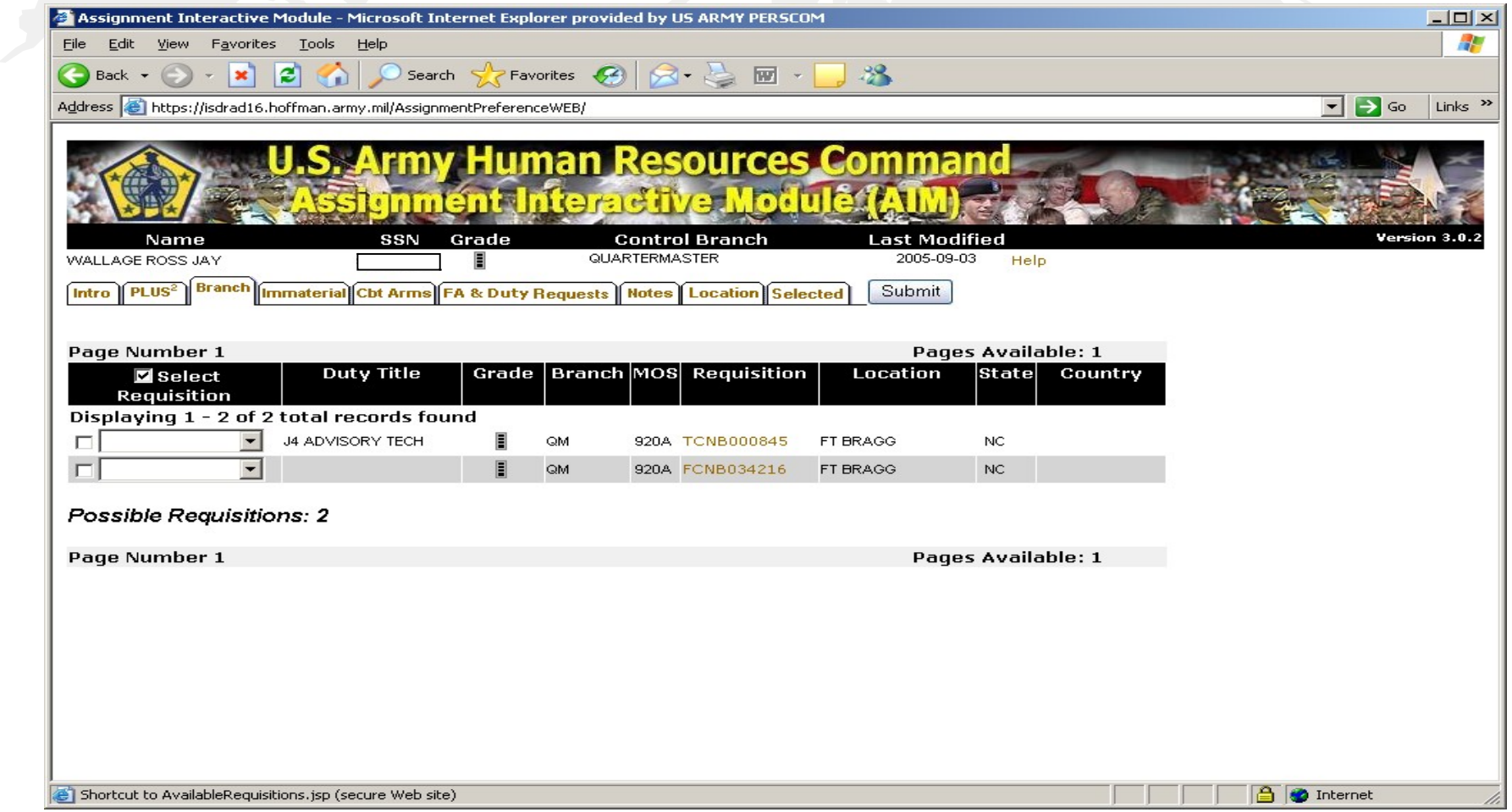
TO UPDATE YOUR PREFERENCE, GO TO THE NEW AUTOMATED PREFERENCE UPDATE PAGE AT THIS LINK.
WARRANT OFFICER
PERSONAL CONTACT INFORMATION FORM
Go to EDIT on the menu bar and choose SELECT ALL.
Go back to EDIT on the menu bar and choose COPY.
Click on the link that matches your career manager/personnel tech below:
EN (210/215) | ADA (140A/E) | FA (131A) | SF (180A)
MP (311A) | SC (250N, 254A 251A) | AG (420A/C) | MI (350 SERIES)
QM (920 SERIES) | OD (915/919 SERIES) | TC (880 SERIES) OD (910/913/914/918) | AV CW5s
AV 153D | AV 152F/G/H | AV 154/155 | AV 152B/C/D, 153B
AV 151A
Type your MOS in the SUBJECT LINE of the e-mail.
Place your cursor in the text area of the e-mail message and paste this information into it.
Fill in all the fields and send it to the address above.
NAME:
MOS:
RANK:
HOME: ADDRESS:
Internet

AIM (preference update)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Assignment Interactive Module (AIM)
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Displaying 1 - 2 of 2 total records found
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QM 920A FCNB034216 FT BRAGG NC
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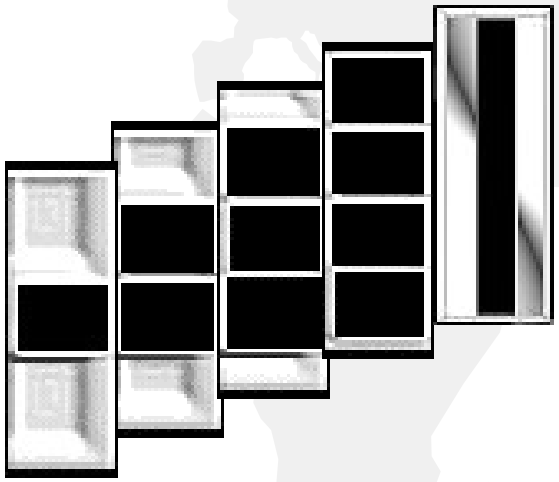
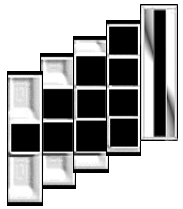
CURRENT ISSUES



Transformation

Modularity Status



	FY04	FY05	FY06	FY07
Corps/ Divisions (UEx)	JUL04 — SEP04 — SEP04	DEC04 — APR05	OCT05 — NOV05 — JUN06	MAR07 — JUL07
New Brigades (UAs)	JUL04 — SEP04 — SEP04	DEC04 — JAN05 — MAY-NOV05	OCT05 — JAN06 MAR06 — JUN06 APR06 — SEP06	JAN 07 — APR 07 — MAR 07 — AUG 07 — AUG 07
Converting Brigades (UAs)	JUL04 — JUL04 — JUL04 — SEP04 — SEP04 — SEP04	DEC04 — DEC04 — DEC04 — APR05 — SEP05	OCT05 — OCT05 — OCT05 — NOV05 — NOV05 — JUN06 — JUN06 JAN06 — JUN06 JUL06 — JUN06 OCT06 — AUG06	MAR07 — MAR07 — MAR07 — JUL07 — JUL07
Stryker		APR-JUN05 *SBCT4*	OCT-DEC05 *SBCT5*	OCT06 *SBCT7*

TBD

SEP09

SEP09

SBCT1

SBCT2

SBCT3

★ ***Decision to implement final 5 BCTs(UAs) subject to operational necessity and OSD approval***

□ - 5 final UAs

CSSD WARRANT OFFICER

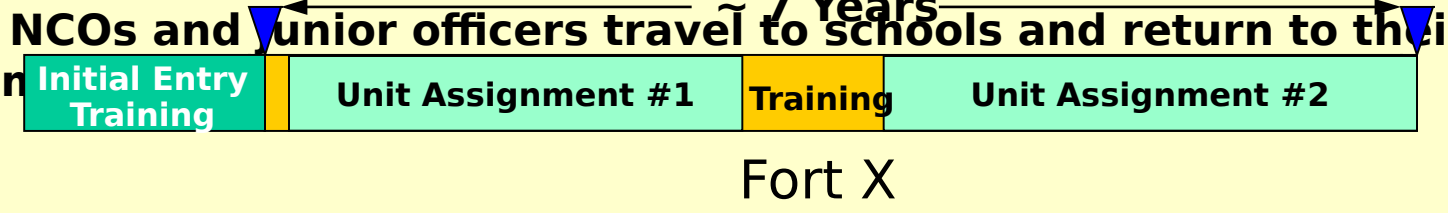
Force Stabilization

Force Stabilization

- What does it mean?
- Who is impacted?
- When will it occur?

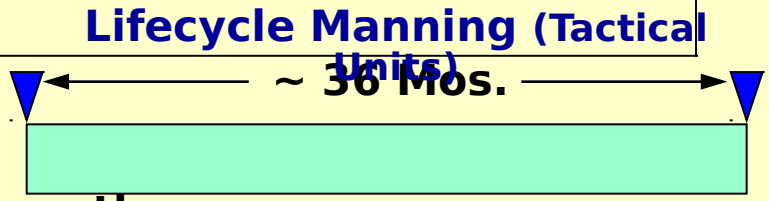
Force Stabilization Initiatives

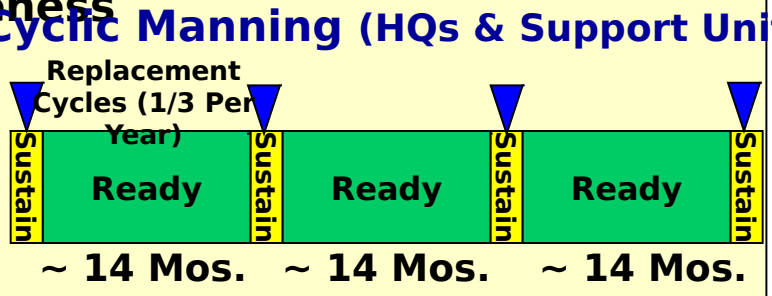
- Stabilize Soldiers and Families upon initial assignment for about 7 years.
- Improves stability and predictability for Soldiers and Families.
- NCOs and junior officers travel to schools and return to their hom



Un

- Lifecycle manning:
  - Align Soldier assignments with a unit's operational cycle (~36 months).
  - Soldiers arrive, train, deploy, & depart together.
  - Improves cohesion and training effectiveness.
- Cyclic manning:
  - Provide periodic replacements for headquarters and support units.





CHALLENGES

-CURRENT OPERATIONS / STABILIZATION
-TRANSFORMATION
-FORCE STABILIZATION
-BACK TO BACK DEPLOYMENTS/TOURS
-OCONUS REQUIREMENTS
-SCHOOLS (WOSSC, WOSC, WOAC)
-RETENTION

ASSESSIONS

Who will replace you?

TECH WARRANT OFFICERS

BNCOC

SGT (P)

4 - 6 years experience in the field for which applying

Less than 46 years of age

Meet prerequisites as determined by WO proponent

an

Non-waiverable Criteria

- **US citizen**
- **GT score - 110 or higher**
- **High school graduate or GED**
- **Have a secret security clearance**
  - **Can apply with an interim SECRET clearance,**
- **Pass the standard Army APFT CHANGED**
- **Pass appropriate physical exam CHANGED**

Each Branch has specific technical criteria as

ARE YOU DOING YOUR PART

- ***GRIP 'N' GRIN DAILY***
- ***ENCOURAGE***
- ***EDUCATE***
- ***INTERVIEW***

ACTIVE COMPONENT ATTRITION

WO ACCESSION / RETIREMENT DATA POINTS

	AV		TECH	
	FY04 RETIREES	FY04 APPTS	FY04 RETIREES	FY04 APPTS
AGE AT ENLISTMENT	21.6 YRS	21.5 YRS	21.1 YRS	21.7 YRS
AFS AT WO APPT	5.4 YRS	4.8 YRS	10.9 YRS	10.6 YRS
AGE AT WO APPT	27 YRS	26.3 YRS	32 YRS	32.3 YRS
WO SVC AT RET	16.2 YRS		12.7 YRS	
AGE AT RET	43.2 YRS		44.8 YRS	
AFS AT RET	21.6 YRS		23.7 YRS	
RANK AT RET	CW4		CW3	

BASIC QUESTIONS FOR EVERY

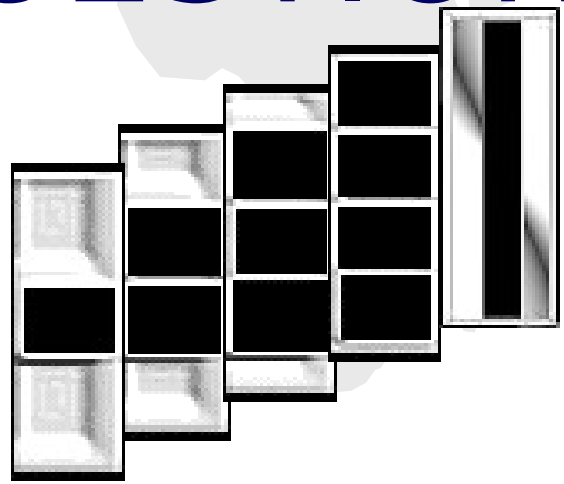
- ***IS YOUR RECRUITING BOOK UP TO DATE?***
- ***IS YOUR COMMAND INVOLVED?***
- ***HOW MANY WILL YOU RECRUIT?***

COMMUNICATIONS

- **KEEP COMMUNICATING NO MATTER WHERE YOU AR**
  - E-MAIL is best form of communication
- **BE CONCISE, FACTUAL and ACCURATE**
  - **Include signature block with phone number and MOS**
- **900 of you and only 1 of me.**

WARRANT OFFICER DIVISION

QUESTIONS ?



CW4 Ross J. Wallage

Department of the Army
U.S. Human Resources Command
ATTN:AHRC-OPW (CW4 Ross Wallage)
200 Stovall St (Suite 6N07)
Alexandria, VA 22332-0416

DSN: 221- 7839
COM: (703) 325-7839
EMAIL: ross.wallage@us.army.mil
FAX: DSN 221-5232

Bizarro | *Dan Piraro*